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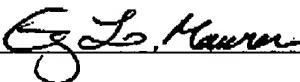
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PATENT

## IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

**In re application of:** Scarborough et al.**Application No.** 09/922,197**Filed:** August 2, 2001**Confirmation No.** 7893**For:** ELECTRONIC EMPLOYEE SELECTION  
SYSTEMS AND METHODS**Examiner:** Joseph P. Hirl**Art Unit:** 2129**Attorney Reference No.** 5437-58514-01**CERTIFICATE OF FACSIMILE**

I hereby certify that this paper and the documents referred to as being attached or enclosed herewith are being facsimile transmitted to fax number (571) 273-8300 on the date shown below.

Attorney or Agent  
for ApplicantDate Transmitted December 16, 2005

COMMISSIONER FOR PATENTS  
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**PURSUANT TO 37 C.F.R. § 1.97(b)(4)**

Listed on the accompanying form PTO-1449 and enclosed herewith are several English-language documents. Applicants respectfully request that these documents be listed as references cited on the issued patent.

Copies of United States patents and United States published patent applications do not have to be provided to the Patent Office (37 C.F.R. 1.98(a)(2)(ii)). Copies of unpublished U.S. applications do not have to be provided, as long as the application is available on PAIR, as this requirement of 37 C.F.R. § 1.98(a)(2)(iii) has been waived by the United States Patent and Trademark Office pursuant to the Official Gazette Notice on October 19, 2004 (1287 OG 163). Applicants will provide copies of such patents or applications upon request.

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The filing of this IDS shall not be construed to be an admission that the information cited in the statement is, or is considered to be, prior art or otherwise material to patentability as defined in 37 C.F.R. §1.56.

Respectfully submitted,

KLARQUIST SPARKMAN, LLP

By Gregory L. Maurer  
Gregory L. Maurer  
Registration No. 43,781

One World Trade Center, Suite 1600  
121 S.W. Salmon Street  
Portland, Oregon 97204  
Telephone: (503) 226-7391  
Facsimile: (503) 228-9446

cc: Docketing

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Portland, Oregon 97204  
Telephone: (503) 226-7391  
Facsimile: (503) 228-9446

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**INFORMATION DISCLOSURE STATEMENT  
BY APPLICANT**

Attorney Docket Number	5437-58514-01
Application Number	09/922,197
Filing Date	August 2, 2001
First Named Inventor	Scarborough
Art Unit	2129
Examiner Name	Joseph P. Hirl

**U.S. PATENT DOCUMENTS**

Copies of U.S. Patent documents do not need to be provided, unless requested by the Patent and Trademark Office. For patents, provide the patent number and the issue date. For published U.S. applications, provide the publication number and the publication date. For unpublished pending patent applications, provide the application number and the filing date.

Examiner's Initials*	Cite No. (optional)	Number	Publication Date	Name of Applicant or Patentee
		6,611,822	August 26, 2003	Beams et al.

Examiner's Initials*	Cite No. (optional)	OTHER DOCUMENTS
		Kemp, "Knowledge-based Simulation for Teaching," Proceedings of the 1st New Zealand International Stream Conference on Artificial Neural Networks and Expert Systems; pages 192-195, November 1993.
		Kirby et al., "An Analysis of Applying Artificial Neural Networks for Employee Selection," Americas Conference on Information Systems, 4 pages, 1998.
		Walczak, "Neural Network Models for a Resource Allocation Problem," IEEE Transactions on Systems, Man, and Cybernetics - Part B: Cybernetics, Vol. 28, No. 2, pages 276-284, April 1998.

EXAMINER SIGNATURE:	DATE CONSIDERED:
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\* Examiner: Initial if reference considered, whether or not in conformance with MPEP 609. Draw line through cite if not in conformance and not considered. Include copy of this form with next communication to applicant.